



Ilam C of E (VA) Primary School

"Learning, achieving and thriving as a school family through God's love."

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future." (Jeremiah 29 v11)

Ilam CE (VA) Primary School

Anti- Bullying Policy

Review Date: Summer 2025

Approval by: Headteacher and Governors

Rationale

Bullying is the wilful, conscious desire to hurt, frighten or threaten someone else over a period of time.

Aims

- to reduce and eradicate where possible, instances in which pupils are subjected to bullying in any form.
- to establish appropriate means of aftercare should an incident of bullying occur.
- to ensure that all pupils, staff and governors are aware of this policy and fulfil their obligations to it.

The values and beliefs underlying this policy

All bullying is unacceptable regardless of how it is delivered or what excuses are given to justify it.

The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks.

Both those who are bullied and those who bully will be treated in a supportive manner rather than being regarded as a burden to staff and peer groups.

The harmful effect on pupils' performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.

Persons covered by this policy

All pupils whether temporarily or permanently on the school roll will be covered by this policy. The school and the LA treat bullying among employees as a potential disciplinary matter.

Action to combat bullying

Among the activities that Ilam CE Primary School employs to combat bullying are,

- -rewards and incentives to acknowledge and promote good behaviour that children who, despite repeated warnings and positive support, continue to bully other children, will be dealt with as outlined in the school discipline policy and their parents involved.
- the acceptance by all staff (teaching and support) that it is everyone's responsibility to monitor children's behaviour, deal with incidents appropriately and then deliver appropriate after care.
- report when appropriate so that information can be collated and recorded, (e.g. playtime lunchtime slips)
- establish classroom procedures so that pupils can discuss bullying in a safe environment (e.g. circle time)
- ensuring the pupils understand the difference between bullying and 'falling out' with classmates and friends.
- be aware of the school environment so that unsafe areas can be eradicated
- regularly review school policies towards bullying to ensure that all staff are involved in updating and improving the policy.

Pupil Responsibilities

It is important that pupils recognise their role, in this policy and so pupils should:

- report all incidents of bullying to an adult in school as soon as possible.
- act in a respectful and supportive manner to their fellow pupils reporting any suspected incidents which the victim might be too afraid to report.
- adhered to and promote the aims of the policy.
- refrain at all times from any behaviour which would constitute bullying of fellow pupils.
- School Council have a responsibility to promote good behaviour and school's anti-bullying policy.

Parental Responsibilities

- Parents should be aware of the school policy so that they can actively endorse and support the anti-bullying policy.
- Stress to their importance of acceptable social behaviour
- Report to school any concerns they have about their child in school so that the school can investigate and deal with it appropriately.
- Parents should realise it is never appropriate to use physical violence or verbally abuse a child suspected of bullying. You should not bully a bully.

- Parents and other family members should not discuss matters concerning bullying at school through social media websites.

Evaluation Procedures

The number of incidents where parents of a child were called in regarding bullying will be monitored termly by the Headteacher so that variations in numbers will determine future actions.

The policy will be reviewed bi-annually.

Summer 2024 EJ